FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Date Filed 5/17/2022			

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Rand Whitney Corp		(508) 791-2301
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
1 Rand Whitney Way	(b) (6), (b) (7)(C)	g. e-maii
		(b) (6), (b) (7)(C) @randwhitney.com
MA Worcester 01608		h. Number of workers employed
		80
i. Type of Establishment (factory, mine, wholesaler, etc.)	i Identify principal product or service	
Others	cardboard boxes	
		0/->
The above-named employer has engaged in and is enga		* *
(list subsections) 5		Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, of these unfail labor practices are practi	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		4
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	ctices)
See additional page		
1 0		
2 Full name of party filing charge (if labor arganization of	vivo full name, including lead name and number	
3. Full name of party filing charge <i>(if labor organization, g</i> Juan Roman	Staff Rep	
USW		Tab Tal No
4a. Address (Street and number, city, state, and ZIP cod	e)	4b. Tel. No.
		(508) 482-5555
9 Industrial Road Ste 104		4c. Cell No.
MA Milford 01757		(b) (6), (b) (7)(C)
		4d. Fax No.
		(508) 482-9343
		4e. e-mail
		juroman@usw.org
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled in v	when charge is filed by a labor organization)
, and the second	·	
	ARATION	Tel. No.
	ove charge and that the statements	(508) 482-5555
are true to trie best of n	ny knowledge and belief.	Office, if any, Cell No.
June	Juan Roman	(b) (6), (b) (7)(C)
(cianature of rapresentative or narrow making charge)	Staff Rep (Print/type name and title or office, if any)	Fax No.
(signature of representative or person making charge)	(глим суре паше апи ше ог отпсе, іт апу)	(508) 482-9343
9 Industrial Road Ste 104		e-mail
Address Milford MA 01757	Date 05/17/2022 03:23:32 PM	juroman@usw.org
		,

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining

representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
(b) (6), (c) (7/2022	(b) (6), (b) (7)(C)	reason for termination; company termination letter	^{©)(©,©)(7} /2022
(b) (6), (b) (7)/2022	(b) (6), (b) (7)(C)	any investigation that led to termination	^{®)(B, ®)(7} /2022
^{(D)(B),(D)(7} /2022	(b) (6), (b) (7)(C)	policy used for termination	^{(0)(6), (0)(7)} /2022
^{(b)(6),(b)(7} /2022	(b) (6), (b) (7)(C)	witnesses that were questioned	^{(b) (6), (b) (7)} /2022
(^{(0) (6); (0) (1} /2022	(b) (6), (b) (7)(C)	written testimony from witnesses	^{(b)(b,(b)(t)} /2022
^{(b) (6), (b) (7} /2022	(b) (6), (b) (7)(C)	personnel list conducting the questioning	^{(0)(6), (0)(7} /2022
(b) (6), (b) (7)/2022	(b) (6), (b) (7)(C)	notes/comments taken by company	^{®)(B, ®)(7} /2022
(b) (6), (c) (7)/2022	(b) (6), (b) (7)(C)	any other relative information relative to firing	^{®)(©, ®)(7} /2022

UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512		
DO NOT WRITE IN	THIS SPACE	
Case	Date Filed	
01-CA-186392	Oct 18, 20	16
	T.	

INSTRUCTIONS:

lie on original with NI RR	Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring.

rise an original with NEAD Adjusta Director for the region in which the alleged triban labor practice occurred or is occurring.				
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer		b. Tel. No. 631.247.4710		
Rand-Whitney Newtown	c. Cell No.			
d. Address (street, city, state, and ZIP code) 1 Edmond Road	e. Employer Representative Mark Reiss, Shareholder	f. Fax No. 631.794.2364		
Newtown CT 08470	290 Broadhollow Road	g. e-Mail MReiss@littler.com		
	Sulte 305 Meivilie NY 11747	h. Number of workers employed		
	0.00			
I. Type of Establishment (factory, mine, wholesaler, etc.)	J. Identify principal product or service	8		
	Paperboard products			
Factory				
 k. The above-named employer has engaged in and is engaging in unfal 8(a)(5) and 8(d) of the National Labor Relations Act, and these unfair labor Act, or these unfair labor practices are unfair practices affecting comment 	or practices are practices affecting con	nmerce within the meaning of the		
2. Basis of the Charge (set forth a clear and concise statement of the fac	cts constituting the alleged unfair labor	practices)		
Within the 10(b) period, the above-named Employer, by its officers, agents and representatives, has unlawfully failed to bargain in good faith with the Union where, on May 19, 2016, during effects bargaining over the sale of the Newtown Facility, the Employer reached a verbal agreement with the Union to pay 50% of vacation pay earned in 2014, and the Employer thereafter has unlawfully refused to execute a written agreement embodying the parties' meeting of the minds on this issue.				
3. Full name of party filing charge (if labor organization, give full name, in United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied		ttional Union, AFL-CIO/CLC		
4a. Address (street and number, city, state and ZIP code)		4b. Tel. No. 412.562.2554		
60 Boulevard of the Allies		4c. Cell No.		
Room 807		4d. Fax No. 412/562-2429		
Pittsburgh, PA 15222		4e. E-Mail: kshaw@usw.org		
5. Fuil name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC 6. DECLARATION				
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.				
	2	Tel. No. 412.562.2554		
V V Assist	rine J. Shaw ant General Counsel	Office, if any, Cell No.		
(signature of representative or person making charge)	type name and title or office, if any)	Fax No. 412/562-2429		
Address: 60 Boulevard of the Ailles, Room 807, Pittsburgh, PA 15222	October 18, 2016	e-Maii: kshaw@usw.org		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

or supporting the Union.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case Date Filed

01-CA-122822 2/19/2014

1.	EMPLOYER AGAINST WHOM CHARGE	S BROUGHT
a Name of Employer Rand-Whitney Containerboard, L.	Р.	b. Tel. No. (860)848-1900 c. Cell No.
d. Address (street, city, state ZIP code) 370 Route 163, P.O. Box 338 Montville, CT. 06353	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No. (860)848-8900 g. e-Mail h. Dispute Location (City and State) Montville, CT
i. Type of Establishment (factory, nursing home, hotel) Manufacturing	j. Principal Product or Service	k. Number of workers at dispute location About 75

	I. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.
	2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
	Since on or about November 1, 2013, the above-named Employer, by its officers, agents and representatives, has interfered with,
	restrained and coerced employees in their exercise of their right to join the United Steel Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union by prohibiting them from distributing Union literature in non-working areas, telling employees that it would be futile for them to join a Union, delaying a bonus until the day employees voted on whether to join the Union, and offering an employee a cash payment to abandon Union activity.
ı	On or about (b) (6), (b) (7)(C) 2014, the above-named Employer, by its officers, agents and representatives, terminated the employment of (b) (6), (b) (7)(C) because of activities on behalf of the United Steel, Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, a labor organization, and in order to discourage its employees from joining

United Steel, Paper & Forestry, Rubber Manufa 4a. Address (street and number, city, state, and ZIP con		4b. Tel. No.
Five Gateway Center, 9th Floor, Organ		()
Pittsburgh, PA. 15222		4c. Cell No. (b) (6), (b) (7)(C)
ATT: Mike Higgins		4d. Fax No. 4e. e-Mail
5. Full name of national or international labor organization		
		Tel. No
6. DECLARATION I declare that I have read the above charge and the	nat the statements are true to the best of	Tel. No (860-570-4639)
	nat the statements are true to the best of	
I declare that I have read the above charge and the my knowledge and belief.	Its attorney	(860-570-4639) Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE
Case Date Filed

O1-CA-122822 March 13, 2014

City as existent of this shows with MI DO Destand	Discrete wife sufficiently and surface to the	
The an original of this charge with NERB Regional	Director in which the alleged unfair labor practice or EMPLOYER AGAINST WHOM CHARGE IS BROU	CUT
a. Name of Employer	EMPLOTER AGAINST WHOM CHARGE IS BROD	b. Tel. No.
Rand-Whitney Containerboard, L.P.		(860)848-1900
Rand-Willing Container to ard, L.		c. Cell No.
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.
370 Route 163, P.O. Box 338	(b) (6), (b) (7)(C)	(860)848-8900
Montville, CT. 06353	(b) (b), (b) (1)(C)	g. e-Mall
Montaile, C1. 00353		g. e-Mail
		h. Dispute Location (City and State)
Type of Establishment (factory, nursing home,	i Dringing Durdust of Service	Montville, CT
hotel)	j. Principal Product or Service	k. Number of workers at dispute location
Manufacturing	lines beard	About 75
	liner board	
I. The above-named employer has engaged in and	Is engaging unfair labor practices within the meaning	ng of section 8(a), subsections (1), (3) and (4)
of the National Labor Relations Act, and these uni	fair labor practices are practices affecting commerce	within the meaning of the Act, or these unfair labor
practices are unfair practices affecting commerce	within the meaning of the Act and the Postal Reorga	inization Act.
2. Basis of the Charge (set forth a clear and conci-	se statement of the facts constituting the alleged uni	fair labor practices)
	ove-named Employer, by its officers, agents a	
	xercise of their right to join the United Steel Pa	
	s International Union by prohibiting them from	
	e for them to join a Union, delaying a bonus ur	ntil the day employees voted on whether to
join the Union, and offering an employee a c	ash payment to abandon [6] Union activity.	
	med Employer, by its officers, agents and repr	
(b) (6), (b) (7)(C) because of (b) (6) activities	s on behalf of the United Steel, Paper & Forest	ry, Rubber Manufacturing, Energy, Allied
Industrial and Service Workers International	Union, AFL-CIO, a labor organization, in order	to discourage its employees from joining or
supporting the Union, and because of sough	nt the assistance of the NLRB regarding a pay	dispute.
	amed Employer, by its officers, agents and rep	
	behalf of the United Steel, Paper & Forestry,	
	Union, AFL-CIO, a labor organization, and in o	order to discourage its employees from joining
or supporting the Union.		
	~ .	
<u>l</u>		
(2.5.1)		
I bited Steel Paper & Forester Pubber M.	ation, give full name, Including local name and numb anufacturing, Energy, Allied Industrial and Sen	vice Madres Interestingal Links AEL CIO
4a. Address (street and number, city, state, and Z		4b. Tel. No.
		()
Five Gateway Center, 9th Floor, Or	ganizing Department	4c. Cell No.(b) (6), (b) (7)(C)
Pittsburgh, PA. 15222		4d. Fax No.
ATT: Mike Higgins		4e, e-Mail
	inization of which it is an affiliate or constituent unit (
organization)		
		T=
6. DECLARATION		Tel. No.
declare that I have read the above charge a	and that the statements are true to the best of	(860-570-4639)
my knowledge and belief.		Office, If any, Cell No.
By: / / / / / / / / / / / / / / / / / / /	Its attorney	(880-570-4639
11/1/2 11/10		
(signature of representative or person making of	charge)	Fax No.
Address Thomas W. Meiklejohn	Date:,	e-Mail TWMelkiejohn@lapm.org
Livingston, Adler, Pulda, Melklejohn & Adler	2//	The state of the s
557 Prospect Ave., Hartford, CT. 0610	05 3/19/14	

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRI	TE IN THIS SPACE
Case Date Filed	
01-CA-122822	4/17/14

1.	EMPLOYER AGAINST WHOM CHARGE	IS BROUGHT		
a. Name of Employer Rand-Whitney Containerboard, L.P.		b. Tel. No.		
		(860)848-1900		
, , , , , , , , , , , , , , , , , , , ,				
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.		
370 Route 163, P.O. Box 338	(b) (6), (b) (7)(C)	(860)848-8900		
Montville, CT. 06353		g. e-Mail		
		h. Dispute Location (City and State)		
		Montville, CT		
i. Type of Establishment (factory, nursing home,	j. Principal Product or Service	k. Number of workers at dispute location		
hotel)	1	About 75		
Manufacturing	liner board			
practices are unfair practices affecting commerce 2. Basis of the Charge (set forth a clear and conci- Since on or about November 1, 2013, the ab- restrained and coerced employees in their ex- Energy, Allied Industrial and Service Worker areas, telling employees that it would be futili join the Union, and offering an employee a co- On or about (b) (6), (b) (7)(C), 2014, the above-na (b) (6), (b) (7)(C), and on or about (b) (6), (b) employment because of (c) (a) (c) (c) (c) and because (c) (c) (c) (c) (c) (c) (c) (c) (c) On or about (b) (6), (b) (7)(C), 2014, the above-na On or about (b) (6), (b) (7)(C), 2014, the above-na	within the meaning of the Act and the Posse statement of the facts constituting the above-named Employer, by its officers, exercise of their right to join the United is International Union by prohibiting the for them to join a Union, delaying a ash payment to abandon union Union are uned Employer, by its officers, agents [70], 2014, suspended [816] employment alf of the Union, in order to discourage NLRB regarding a pay dispute, and amed Employer, by its officers, agents	agents and representatives, has interfered with, Steel Paper & Forestry, Rubber Manufacturing, em from distributing Union literature in non-working bonus until the day employees voted on whether to ctivity. and representatives, issued a written warning to at and, on or about (10 (10 (10 (10 (10 (10 (10 (10 (10 (10		
(b) (6). (b) (7)(C) because of on behalf of the Union, and in order to discourage its employees from joining or supporting the Union. 3. Full name of party filing charge (if labor organization, give full name, including local name and number)				
		and Service Workers International Union, AFL-CIO		
4- Address (standard and seeks site state and 7		th Tel Ne		

3. Full name of party filing charge (if labor organization, give full name, including local name and number	ber)
United Steel, Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Ser	vice Workers International Union, AFL-CIO
4a. Address (street and number, city, state, and ZIP code)	4b. Tel. No.
Five Gateway Center, 9th Floor, Organizing Department	()
Pittsburgh, PA. 15222	4c Cell No. (b) (6), (b) (7)(C)
ATT: Mike Higgins	4d, Fax No. 4e e-Mail
 Full name of national or international labor organization of which it is an affiliate or constituent unit (organization) 	to be filled in when charge is filed by a labor
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	Tel. No. (860-570-4639)
By: A lits attorney	Office, if any, Cell No. (860-570-4639
(signature of representative of person making charge)	Fax No.
Address Thomas W. Meiklejohn Livingston, Adler, Pulda, Meiklejohn & Adler 557 Prospect Ave., Hartford, CT. 06105	e-Mail TWMeiklejohn@lapm.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

THIRD AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRIT	E IN THIS SPACE
Case	Date Filed
01-CA-122822	May 29, 2014

a. Name of Employer Rand Whitney Containerboard, L.P. d. Address (street, city, state ZIP code) d. Fax No. (880)848-8900 g. e.Mail h. Fix x No. (880)848-8900 g. e.Mail h. Dispute Location (City and State) Montville, CT (6853 Montville, CT (6853) h. Dispute Location (City and State) Montville, CT i. Type of Establishment (factory, rursing home. i. Type of Establishment (factory) i. Type of Establishment (factory, rursing home. i. Type of Establishment (factory) i. Type of Establis		Director in which the alleged unfair labor practice of			
Rand Whitney Containerboard, L.P. d. Address (street, city, state ZiP code) 370 Route 163, P.O. Box 338, Montville, CT 06353 montville, CT 06353 d. Employer Representative (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c		EMPLOYER AGAINST WHOM CHARGE IS BROU			
d. Address (street, city, state ZiP code) 370 Route 163, P.O. Box 338, Montville, CT 06353 e. Employer Representative (b) (6) (7) (C) f. Fax No. (860)848-8900 g. e-Mail h. Dispute Location (City and State) Montville, CT k. Number of workers at dispute location ficts and state) Montville, CT k. Number of workers at dispute location 75 k. Number of workers at dispute location 7					
d. Address (street, city, state ZIP code) 370 Route 163, P.O. Box 338, Montiville, CT 06353 In Principal Product or Service Description	Rand Whitney Containerboard, L.P.				
370 Route 163, P.O. Box 338, Montville, CT 06353 (B) (6) (b) (7) (C) (B) (B) (D) (C) (B) (B) (B) (B) (B) (B) (B) (B) (B) (B					
370 Route 163, P.O. Box 338, Montville, CT 06353 (B) (6) (b) (7) (C) (B) (B) (D) (C) (B) (B) (B) (B) (B) (B) (B) (B) (B) (B	d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.		
Montville, CT 08353 1. Type of Establishment (factory, rursing home. Liner board 1. Principal Product or Service Liner board 1. Principal Product or Service Liner board 1. Principal Product or Service Liner board 1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the Potal Recognization Act. 2. Basis of the Charge (sal forth a clear and concise statement of the facts constituting the allegad unfair labor practices) 5. Since on or about November 1, 2013, the above-named Employer, by its officers, agents and representatives is interfered with, restrained and coerced employees in their exercise of their right to join and support the United Steal Paper & Forestry, labor Manufacturing, Energy, Alide Industrial and Service Workers International Union by prohibiting them from distributing Union literature in non-working areas, telling employees that it would be fulle for them to join a Union, delaying a bonus until the day employees voted on whether to join the Union, and offering an employees a cash payment to abandon all Union activity. On or about 1000000000000000000000000000000000000	370 Route 163 P.O. Box 338	(860)848-8900			
I. Type of Establishment (factory, rursing home, hote) Manufacturing I. Type of Establishment (factory, rursing home, hote) Manufacturing I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set loth a clear and concises statement of the facts constituting the alleged unfair labor practices) Since on or about November 1, 2013, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained and coarsed employees in their coarcises officer fight to join and support the United Stool Paper A Forestry, Rubber to Join the Union, delaying ab bous until the day employees voted on whether to Join the Union, delaying ab bous until the day employees voted on whether to Join the Union, delaying ab bous until the day employees voted on whether to Join the Union, and offering an employee on behalf of the Union, in order to discourage lits employees from Joining or supporting the Union, and because of the NLRF regarding a pay dispute, and because if filed charges under the Act. On or about 100-10012. 2014, the above-named Employer, by its officers, agents and representatives, issued a written warning to 100-10012. On or about 100-10012. 2014, the above-named Employer, by its officers, agents and representatives. Susued a written warning to 100-10012. On or about 100-10012. 2014, the above-named Employer, by its officers, agents and representatives. On or about 100-10012. 2014, the above-named Employer, by its officers, agents and representatives are proporting the Union. On or about 100-10012. 2014, the above-named Employer, by its officers, agents and representatives. On or about 100-10012. 2014, the above-named Employer, by its officers, agents and representatives. On or about 100-10012.		(b) (b), (b) (1)(c)			
I. Type of Establishment (factory, rursing home, hots) Manufacturing I. The above-named employer has engaged in end is engaging in unfair labor practices within the meening of section 8(a), subsections (1), (3), and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meening of the Act, or these unfair labor practices are unfair practices affecting commerce within the meening of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a cine and concrise statement of the facts constituting the elleged unfair labor practices) Since on or about November 1, 2013, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained and concread employees in their carcelse of their right to join and support the United State Paper & Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union by prohibiting them from distributing Union literature in non-working areas, telling employees that it would be fullle for them to join a Union, delaying a bonus until the day employees voted on whether to join the Union, and offering an employee of each payment to abandon in Union activity. On or about in the province of the Number of the Union, and order to discourage its employees from joining or supporting the Union, and because of the NuR6 regarding a pey dispute, and because if filed charges under the Act. On or about in the province of the Number of the Union, and in order to discourage its employees from joining or supporting the Union. On or about in the province of the Number of the Union, and in order to discourage its employees from joining or supporting the Union. On or about in the province of the Number of the Union, and in order to discourage its employees from joining or supporting the Union. On or about May 27, 2014 and continuing, the above-named Employer, has maintained overly broad rules in its employee handbook that unlawfully restrict employee	Wichtville, CT 00353		8. 6-141211		
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On or about (DIGN.(DIC)). 2014, the above-named Employer, by its officers, agents and representatives, terminated the employment of Decause of the activities on behalf of the Union, and in order to discourage its employees from joining or supporting the Union. On or about May 27, 2014 and continuing, the above-named Employer, has maintained overly broad rules in its employee handbook that unlawfully restrict employees protected concerted activities under the Act. 3. Full name of party filling charge (if labor organization, give full name, including local name and number) UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED-INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, AFL-CIO/CLC 4a. Address (street and number, city, state, and ZIP code) Five Gateway Center, 9 th Floor, Organizing Department Pittsburgh, PA 15222 ATT: Mike Higgins 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization) 8. DECLARATION I declare that I have read the above charge and that the statements are true to the bast of my knowledge and patient. By: Its attorney (a) (a) (b) (c), (b) (7) Print Name and Title Date: Print Name and Title Pax No. 9-Mail Fax No. 9-Mail	of the NLRB regarding a pay dispute, and becau	use of filed charges under the Act.			
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UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED-INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, AFL-CIO/CLC 4a. Address (street and number, city, state, and ZIP code) Five Gateway Center, 9 th Floor, Organizing Department Pittsburgh, PA 15222 ATT: Mike Higgins 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization) 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and prints. By: Its attorney Office, if any, Cell No. (b) (6), (b) (7) Fax No. Address: Thomas Meiklejohn Print Name and Title Date: Fax No. —Mail			hor)		
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Pittsburgh, PA 15222 ATT: Mike Higgins 4d. Fax No. 4e. e-Mall 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) 6. DECLARATION I declare that I have read the above charge and that the statements are true to the bast of my knowledge and parts. By: Its attorney Office, if any, Cell No. (b) (6), (b) (7) Fax No. Print Name and Title Address: Thomas Meiklejohn Fax No. e-Mail	4a. Address (street and number, city, state, and Zi	P code)			
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8. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and patient. By: Its attorney Office, if any, Cell No. (b) (6), (b) (7) Fex No. Address: Thomas Meiklejohn Print Name and Title Date: Date:	5. Full name of national or international labor on	oanization of which it is an affiliate or constituent ur			
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By: Its attorney Office, if any, Cell No.	I declare that I have road the above charge a	nd that the statements are true to the heat of	10. 10.		
By: Office, if any, Cell No. (b) (6), (b) (7) Print Name and Title Address: Thomas Meiklejohn Office, if any, Cell No. (b) (6), (b) (7) Fax No. e-Mail	my knowledge and trailer	f. int fine efertamentre que fine fo lue nest of			
By:			Office if say Cell No.		
(signature of representative or person making charge) Address: Thomas Meiklejohn Print Name and Title Date: Fax No. e-Mail	Du / / ////////////////////////////////	lte atterney			
Address: Thomas Meiklejohn Date: / e-Mail	By. / / 100/	its attorney	(D) (b), (D) (7)		
Address: Thomas Meiklejohn Date: / e-Mail	(alabatical sangarantathia as assessment)	harman Delet Name and Title	For No.		
Addiss. Historias McMcJotti					
TIMM fait lain n Chiann and		, ,			
Livingston, Adler, Pulda, Melklejohn & Adler	Livingston, Adler, Pulda, Melklejohn &	Adler 5/29/14	TWMeikleJohn@lamp.org		
557 Prospect Ave., Hartford, CT 06105					

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seg. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing urfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FOURTH AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

DO NOT WRITE	IN THIS SPACE
Case	Date Filed
01-CA-122822	Oct. 22, 2014

	<u>_</u>	
File an original of this charge with NLRB Regional		
	EMPLOYER AGAINST WHOM CHARGE	
a. Name of Employer		b. Tel. No.
Rand Whitney Containerboard, L.P.	n *	(860)848-1900
		c. Cell No.
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.
370 Route 163, P.O. Box 338,	(860)848-8900	
Montville, CT 06353	(b) (6), (b) (7)(C)	g. e-Mall
montene, or occor	1	
	ľ	h. Dispute Location (City and State)
İ		Montville, CT
i. Type of Establishment (factory, nursing home,	I. Principal Product or Service	k. Number of workers at dispute location
hotel) Manufacturing	Liner board	75
noter) Manufacturing	Line board	13
1 The share send send send send send send send sen	41	1.4) 1. (4) - 0(1) - 1 - 1(1) - 1(1) - 1
		In the meaning of section 8(a), subsections (1) and (3) of
		mmerce within the meaning of the Act, or these unfair
labor practices are unfair practices affecting comm		
2. Besis of the Charge (set forth a clear and conci-		
Since about November 1, 2013, the al		
restrained and coerced employees in	their exercise of their rights to joir	and support the United Steel, Paper, Rubber,
		nal Union, by prohibiting them from distributing
Union literature in non-working area.	or one convict transfer michigan	nation, by promoting them from distributing
Official the lattice in non-working area.		
(h) (c) (h) (7)(o)		
On or about (0) (6), (0) (7)(6) 2014, the Em	nployer issued a written warning t	o(b)(6),(b)(7)(C), and on or about (0)(6),(0)(7)(
2014, terminated ()(6) employment	because of (a) activities on behalf	f of the Union, and in order to discourage its
employees from engaging in such acti	vities	
Simple your mann anguing in out it don't		
6'		.i
		ed overly broad rules in its employee handbook
that unlawfully restrict employees prot		
3. Full name of party filling charge (If labor organization)	etion, give full name, including local name	and number)
UNITED STEEL, PAPER AND FORES	STRY, RUBBER, MANUFACTUR	RING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATION		
4a. Address (street and number, city, state, and Z		4b. Tel. No.
City Catental Contact Oth Class Organ	iring Denortment	4c. Cell No.
Five Gateway Center, 9th Floor, Organ	lizing Department	(b) (6), (b) (7)(C)
Pittsburgh, PA 15222		
ATT: Mike Higgins		4d. Fax No.
		4e. e-Mall
	ganization of which it is an affiliate or con	stituent unit (to be filled in when charge is filed by a labor
organization)		
B. DECLARATION		Tel. No.
I declare that I have read the above charge a	ind that the statements are true to the l	
my knowledge and bellef.		000-010-4000
		Office, If any, Cell No.
B6. 1 / / ///	Its attorney	(b) (6), (b)
TIM IN	The attorney	
(signature of representative or person making of	harge) Print Name and Title Thoma	s W. Fax No.860-232-7818
(Signature of topicsoritative of person making c	Meiklejohn, Its Attorney	311, I BA 110.000-202-1010
Livingston Adlar Dulda Malkleteke S	e-Mail	
Livingston, Adler, Pulda, Melklejohn &	Kelly Date: October 22, 2014	TWMeiklejohn@lapm.org
557 Prospect Ave., Hartford, CT 06105		i www.eikiejonn@iapin.org
		ı

LLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE Date Filed 01-CA-122282 2/10/2014

	Director in which the alleged unfair labor practice of	
	EMPLOYER AGAINST WHOM CHARGE IS BROU	GHT b. Tel. No.
a. Name of Employer	(860)848-1900	
Rand-Whitney Containerboard, L.F.	•	c. Cell No.
d Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.
370 Route 163, P.O. Box 338	(b) (6), (b) (7)(C)	(860)848-8900
Montville, CT. 06353		g. e-Mail
	7	
		h. Dispute Location (City and State)
		Montville, CT
i. Type of Establishment (factory, nursing home,	J. Principal Product or Service	k. Number of workers at dispute location
hotel) Manufacturing	1:	About 75
Mandactuning	liner board	L
I. The above-named employer has engaged in and	is engaging unfair labor practices within the meaning	ng of section 8(a), subsections(3) and
	and these unfair labor practices are practices affect	
	ecting commerce within the meaning of the Act and	
2. Basis of the Charge (set forth a clear and concis	se statement of the facts constituting the alleged unf	fair labor practices)
On or about (b) (6), (b) (7)(C) 2014, the above-na	med Employer, by its officers, agents and repr	resentatives issued a written warning to
	on behalf of the United Steel, Paper & Forest	
Industrial and Service Workers International	Union, AFL-CIO, a labor organization, in order	to discourage its employees from joining or
	nt the assistance of the NLRB regarding a pay	
_		
ľ		
3. Full name of party filing charge (if labor organization)	ation, give full name, including local name and numb	ber)
	anufacturing, Energy, Allied Industrial and Ser	
4a. Address (street and number, city, state, and Z	ir code)	4b. Tel. No
Five Gateway Center, 9th Floor, Or	ganizing Department	4c. Cell No(b) (6), (b) (7)(C)
Pittsburgh, PA. 15222		4d. Fax No.
ATT: Mike Higgins		4e. e-Mail
5 Full name of national or international labor orga	nization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor
organization)		
6. DECLARATION		Tel. No.
	and that the statements are true to the best of	(860-570-4639)
my knowledge and belief.)	**************************************
11/11/1/	lt. attaun.	Office, if any, Cell No
By:////////////////////////////////////	Its attorney	(860-570-4639
(signature of representative or person making of	harge)	Fax No.
	, ,	e-Mail TWMeiklejohn@lapm.org
Address Thomas W. Meiklejohn Livingston, Adler, Pulda, Meiklejohn & Adler	Date: 2/7/12	e-wan rywieikiejonn@iapm.org
EET Droppest Ave. Hertford CT 0610	- ' ' 4	

557 Prospect Ave., Hartford, CT. 06105

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HARTFORD, COMMECTICUT SOILFEB 10 PM 3: 32

UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

5.3	DO NOT WR	TE IN THIS SPAC	E
Case No.	01-RC-169217	Date Filed	02-05-2016

INSTRUCTIONS: Unless e-Filed using the Agency's website, <u>www.nlrb.gov</u>, submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form

(Form NLRB 505), and (3) Description of Position Case Procedures (Form NLRB 4812). The showing of interest should only be filed.

(Form NLRB-505); and (3) Descri				RB 4812). The sho	wing of int	erest should only be filed	
with the NLRB and should not be	5 67 (F) WAY			,		,	
PURPOSE OF THIS PETITION: RC-bargaining by Petitioner and Petitioner requests that the National Labor Re-	CERTIFICATION OF desires to be certification	REPRESENTATI ed as representati eed under its pro	VE - A substantial number ve of the employees. The per authority pursuant to	Petitioner alleges that Section 9 of the Nation	the following	g circumstances exist and elations Act.	
2a. Name of Employer		2b. Ad	Idress(es) of Establishment	t(s) involved (Street and	number, city	, State, ZIP code)	
Rand Whitney 207 Greenwood Street					07		
3a. Employer Representative – Name a	and Title		3b. Address (If same as	s 2b - state same)			
Nick Smith	T		Same				
3c. Tel. No. 508-791-2301	3d. Cell No.	D	3e. Fax No. 508-7921578	3	f. E-Mail Add	ress	
a. Type of Establishment (Factory, mine, wholesaler, etc.) 4b. Principal product or service						and State where unit is located:	
warehouse					Worces	ster, MA	
5b. Description of Unit Involved						6a. No. of Employees in Unit:	
Included: All full-time and regular	part-time warehou	se workers (i.e.	assemblers and mail ha	andlers) as defined in	the Act.	14	
Excluded: All others as defi	ned in the A	ct.				6b. Do a substantial number (30% or more) of the employees in the unit wish to be represented by the Petitioner? Yes \(\sigma\) No	
Charle Carrie 7 7 Province 16		-ining December	stive was made on (Date)	NI/A and I	Employer dea		
	N/A (Date)	(If no reply receive				lined recognition on or about	
8a. Name of Recognized or Certified E			epresentative and desires 8b. Address	certification under the A	Ct.		
None	Anguining Agent (A	mone, oo oute).	OD. Address				
8c. Tel No.	8d Cell No.		8e. Fax No.	3	8f. E-Mail Address		
8g. Affiliation, if any 8h. Date of Recognition or Certification 8i. Expiration Date of Current Contract, if any (Month, Day,					Date of Current or Most Recent y (Month, Day, Year)		
9. Is there now a strike or picketing at the	e Employer's establi	shment(s) involved	? N/A If so, approx	imately how many emp	loyees are pa	rticipating?	
N 25 45			keted the Employer since (
10. Organizations or individuals other that	TATALON VIOLENCE					d other exeminations and individuals	
known to have a representative interest					sentatives an	d other organizations and individuals	
None	,			,,			
10a. Name	10b. Ad	dress		10c. Tel. No.		10d. Cell No.	
				10e. Fax No.		10f. E-Mail Address	
 Election Details: If the NLRB condi- any such election. 		8 5	ur position with respect to	11a. Election Type:	Manual	Mail Mixed Manual/Mail	
11b. Election Date(s):		lection Time(s): en 8:00 AM to 4:00	n DM	11d. Election Location(s):			
as soon as possible 12a. Full Name of Petitioner (including			J FIVI	207 Greenwood Street, Worcester, MA 12b. Address (street and number, city, state, and ZIP code)			
Teamsters Union Local 170	y local haine and n	uniber				Worcester, MA 01604	
12c. Full name of national or international International Brotherhood of Teamsters		of which Petitione	r is an affiliate or constituer	nt (if none, so state)			
12d. Tel No. 508-799-0551	12e. Cell No.		12f. Fax No. 508-752-9647		12g. E-Mail A	ddress sters170.com	
13. Representative of the Petitioner w	ho will accept serv	ice of all papers f			,0		
13a. Name and Title Sean M. Foley, E	Business Agent	• •	13b. Address (street an 330 Southwest Cutoff, Suite				
13c. Tel No. 508-799-0551	13d. Cell No.		13e. Fax No. 508-752-9647		13f. E-Mail Ad foley@teams	dress sters170.com	
I declare that I have read the above pe	etition and that the	statements are tr					
Name (Print)	Sanature	4 .	Title		Date		
Sean M. Foley	Signature M.	Faley	Business Agent		February 2	2, 2016	

WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

INTERNET FORM NLRB-502

UNITED ATES GOVERNMENT NATIONAL OR RELATIONS BOARD

	FORM EXEMPT UNDER 44 U S (
DO NOT V	VRITE IN THIS SPACE
Case No.	Date Filed
01-RC-114903	10/18/13
	20/10/10

PETITION					01-P	C-114903	1/	0/18/13
INSTRUCTIONS: Submit an or	riginal of this Petition to the	NLRB Regio	nal Offic	e in the Region			100	7 107 10
The Petitioner alleges that the follo	owing circumstances exist an	d requests tha	at the NLR	B proceed unde	er its proper	authority pursua	ant to Secti	ion 9 of the NLRA.
PURPOSE OF THIS PETITION (statement following the description	(If box RC, RM, or RD is checked on of the type of petition shall n	ed and a charg	ge under S made.) (C	ection 8(b)(7) of check One)	the Act has	been filed involvi	ng the Emp	ployer named herein, the
Petitioner desires to be cer	REPRESENTATIVE - A substa rtified as representative of the e EMPLOYER PETITION) - One as of Petitioner.	employees.						
RD-DECERTIFICATION (F representative is no long	REMOVAL OF REPRESENTA per their representative. NION SHOP AUTHORITY (RE	MOVAL OF O	BLIGATIO	N TO PAY DUE	S) - Thirty p	ercent (30%) or		
UC-UNIT CLARIFICATION	between their employer and a l N- A labor organization is curre not previously certified.	ntly recognize	d by Empl	oyer, but Petition	-		ement of ce	artain employees:
	RTIFICATION- Petrioner seeking the specific amendment sou		of certifica	tion issued in Ca	se No			
2. Name of Employer		Employer Re	presentati	ve to contact			Tel. No.	2
Rand Whitney Container		Harvey \		relt			(860) 8	348-1900
 Address(es) of Establishment(s) (Physical address) 303 Route 16: 		700		336 Montville, C	T 06353		Fax No. (860) 8	348- 8900
4a. Type of Establishment (Factory	, mine, wholesaler, etc.)		4	b. Identify princi	pal product	or service	Cell No.	
Manufacturing	760 Su2 Su3			Recycled Linerb	oard		e-Mail	
5. Unit Involved (In UC petition, des	scribe present bargaining unit	and attach des	cription of	proposed clanifo	ation.)		6a. Numb	er of Employees in Unit:
Included All full time and part time producti		r plant, I T Tec	ch, and ma	aintenance emp	loyees, emp	oloyed at	Present Approxin	nately 80
Rand Whitney in their Montville, C	CT site							(By UC/AC)
All office-clerical employees and	guards, quality control, profes	ssional employ	yees and	supervisors as o	lefined in th	e Act, and all		
other employees.							employees i	nebbon supported by 30% or more of the in the unit?* Yes No
(If you have checked box RC in 1 a					ole)		*Not applica	able in RM, UC, and AC
recognition on or about			(If no re	ply received, so				and Employer declined
7b. Petitioner is currently rec			lesires cer	tification under th	ne Act.	A CELL ALL		
7b. Petitioner is currently red 8. Name of Recognized or Certified NONE			lesires cer	tification under th	ne Act.	Affiliation		
8. Name of Recognized or Certified			desires cer	tification under the	ne Act.	Affiliation Date of Recog	gnition or Co	
Name of Recognized or Certified NONE			desires cer		ne Act.		gnition or Co	ertification e-Mail
Name of Recognized or Certified NONE	d BargainIng Agent (<i>If non</i> e, so		10. If you	Tel. No.	ox UD in 1 a	Date of Recog Fax No.		e-Mail
Name of Recognized or Certified NONE Address Expiration Date of Current Contr.	act. If any (Month, Day, Year)	state.)	10. If you agreemen	Tel. No. Cell No	ox UD in 1 a shop (Mantt	Date of Recog Fax No. bove, show here , Day and Year)	the date of	e-Mail f execution of
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